

December 2, 2013

To: Investigator w/ EPA Office of Civil Rights Title 6:

RE: Archer Daniels Midland Company violations

The following is a summary of my current struggles with ADM. [REDACTED]

[REDACTED] I have witnessed continual unethical, unprofessional and illegal practices by ADM against its employees, via, discrimination and retaliation practices. As a government contractor it was my understanding that ADM would be held to the highest standards to be compliant as an equal opportunity employer. It has been my experience that ADM doesn't even make an attempt to be an equal opportunity employer. ADM does, however, make great attempts to manipulate numbers and statistics when probed or investigated about their equal opportunity practices and/or statistics. It has also been my experience over the years that the EPA has literally been the only agency willing to hold ADM's feet to the fire regarding any sort of violations. All other agencies appear to take a "blind eye" attitude with ADM and because of that, ADM continues with all of its deceptive practices. It is for this reason that my last hopes of justice lie at the feet of the EPA. Please take the time to truly investigate my allegations, for the sake of all current and future minority employees of ADM and for the validity of the EEO clause in all government contracts with ADM. I feel that with all information within my possession as well as the statements by [REDACTED] [REDACTED] made under oath during court proceedings on 9-23, 9-24, & 9-25-13, that you will find sufficient evidence of more violations by ADM, that must be addressed, due to the agreements within the government contracts. Please feel free to contact me at any time if you have any questions. My sincere thanks for any future time spent on my concerns.

Sincerely,

[REDACTED]
cc/ Lisa Madigan, Illinois Attorney General
Eric Holder, United States Attorney General

REC-11 2013

Contact information: [REDACTED]

Home Phone: [REDACTED]

Background of ADM

Archer Daniels Midland (ADM) is a government contractor who transforms crops into products. ADM employs 30,000 employees around the globe converts oilseeds, corn, wheat and cocoa into products for food, animal feed, industrial and energy uses. ADM has more than 265 processing plants, 460 crop procurement facilities, and the world's premier crop transportation network.

ADM receives funding for an CO2 emissions project from the EPA.

ADM's world headquarters is located at 4666 Faries Parkway in Decatur, IL. Patricia Woertz is the CEO.

ADM advertises they are an Equal Opportunity Employer but in reality they practice discrimination and retaliation tactics towards African American employees and give advancement and or promotional opportunities exclusively to Caucasian female and male employees. ADM has different standards for promoting Caucasian over African American employees. African American employees are never qualified enough.

Mike D'Ambrose Sr. Vice President of Human Resources under oath in a court of law recently admitted that he was not aware of any company job posting policy or procedure of any kind, external or internal.

Past History

1. The complainant, [REDACTED], is a male individual of African American, German, American Indian, and East Indian descent who began working for [REDACTED] on [REDACTED] and has worked continuously since that date, presently holding the title of [REDACTED].
2. The complainant [REDACTED] has ongoing litigations with ADM since 2009 for race, age, gender discrimination and retaliation practices against for failing to post an open job position of Human Resources Manager in the Milling Division.
3. That on [REDACTED], [REDACTED] made an announcement that [REDACTED] has accepted the position as the new [REDACTED] which job had not been posted and which job complainant has sought and was fully qualified for. Complainant had sought said position by orally advising [REDACTED] and other agents of ADM that he was interested in the said position.
4. The person picked in 2010 for the position, [REDACTED], was a Caucasian female in her mid to late 40's who had little or no experience with ADM in the job position and less experience than complainant [REDACTED]. ADM's actions as described above violates the anti discriminatory gender clause of the Illinois Human Rights Act and the retaliation clause of the Act.
5. On [REDACTED], [REDACTED] resigned as [REDACTED] and her last day of work was [REDACTED]. (See [REDACTED] email)
(See Exhibit #1)
6. [REDACTED]